

## CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; see Privacy Act Statement on reverse before completing this form.

FEDERAL CHARGE NUMBER

☒ FEPA  
☐ EEOC

D-SEM-0064-SX/19

## Massachusetts Commission Against Discrimination

(State or local Agency, if any)

and EEOC

NAME (Indicate Mr., Ms., or Mrs.)

Mr. Paul Proudly

HOME TELEPHONE NO. (Include Area Code)

(413) 772-0770

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

38 Orchard Street, Greenfield, MA 01301

Franklin

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME

Deerfield Academy

NO. OF EMPLOYEES/MEMBERS

Approx 200+

TELEPHONE NUMBER (Include Area Code)

(413) 772-0241

STREET ADDRESS

Deerfield, MA 01342

CITY, STATE AND ZIP CODE

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

☐ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ NATIONAL ORIGIN  
☐ AGE ☒ RETALIATION ☐ OTHER (Specify)

DATE MOST RECENT OR CONTINUING  
 DISCRIMINATION TOOK PLACE  
 (Month, day, year)

Through September 16, 1991

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

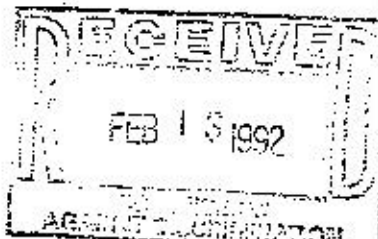
Mr. Proudly was forced to terminate his employment on September 16, 1991 at Deerfield Academy as a result of sex discrimination, sexual harassment, and retaliation.

Mr. Proudly began working at Deerfield Academy in November of 1978 as a Chef. In or about 1982, Mr. Proudly was promoted to Production Manager of Deerfield Academy's food services. His supervisor was Florrie Paige, the Food Service Director.

Periodically throughout his term of employment, Ms. Paige subjected Mr. Proudly to unwelcome sexual advances, and other verbal and physical conduct of a sexual nature which affected his employment, unreasonably interfered with his work performance and created an intimidating, hostile, and offensive work environment. Ms. Paige's sexual harassment of Mr. Proudly increased in intensity and frequency during the spring of 1991.

In or about July of 1991, Mr. Proudly informed Ms. Paige's supervisor, Michael Sheridan, Business Manager at Deerfield Academy, of her conduct, but the harassment continued. Finally, in an effort to distance himself from Ms. Paige, Mr. Proudly asked Mr. Sheridan for a job reassignment. Mr. Proudly sought reassignment with the hope of escaping from the sexual harassment. Consequently, in July of 1991, Mr. Proudly voluntarily accepted the position of breakfast-cook, a significant demotion. The harassment, however, continued and worsened in retaliation for Mr. Proudly's effort to end the harassment by speaking with Ms. Paige's supervisor.

Finally, Mr. Proudly was forced to terminate his employment at Deerfield Academy on September 16, 1991 as a result of the sex discrimination, sexual harassment, and retaliation.



☒ I also want this charge filed with the EEOC.  
 I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary to meet State and Local Requirements)

Mary Ann Nickerson

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

By: Nancy A. Lyon 2/12/92

Nancy A. Lyon, Esq., His Attorney

Cain, Hibbard, Myers &amp; Cook, 66 West Street

Date Pittsfield, MA 01201 Charging Party (Signature)

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
 (Day, month, and year)